

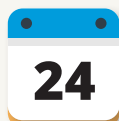


# FY18 Open Enrollment

## Three major changes beginning in Fiscal Year 2018

1

Distribution of City Flexible Benefit Plan credits and related transactions will change from **bi-weekly to semi-monthly**. This means that Flexible Benefit Plan credits and any related transactions will be distributed over 24 paychecks instead of the usual 26 paychecks during the fiscal year.



2

This year's options include the addition of a Kaiser Deductible HMO Medical Plan and an MEA Sharp Deductible HMO Medical Plan. These plans **offer lower monthly premiums**, but employees may be responsible for the **full charges** of medical services provided until their deductible is met.

After reaching their deductible, employees who choose one of these plans **will pay a co-pay or co-insurance**, depending on the service, up to their out-of-pocket maximum.

These plans provide employees with additional options when choosing their medical coverage plan.



3

### 401(k) Flex

A new 401(k) flex line will be added to employee paystubs to distinguish 401(k) contributions made from excess Flexible Benefit Plan credits versus 401(k) contributions made from their regular salary. **This is a display change only.**

This change impacts all employee groups, except the Police Officers Association (POA), starting in FY2018. POA members implemented this in FY2016.

**Designating the remaining Flexible Benefit Plan credits to 401(k) can only be done during open enrollment.**

This does not alter any current benefit offered; it is clarifying whether the contribution to 401(k) is from payroll or remaining Flexible Benefit Plan credits and is a display modification that gives more clarity to the paystub for those employees that contribute to a 401(k) savings plan.



Risk  
Management